



# Missouri State Board of



# Nursing Fiscal Year 2009 Annual Report

July 1, 2008—June 30, 2009



# Missouri State Board of Nursing



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*This Fiscal Year 2009 Annual Report is respectfully  
submitted to:*

**The Honorable Governor,  
Jeremiah W. (Jay) Nixon**

**John M. Huff, Director**  
*Department of Insurance, Financial Institutions and  
Professional Registration*

**Jane A Rackers, Director**  
*Division of Professional Registration*

and

**Members of the Nursing Profession and the  
Public**

*The mission of the Missouri State Board of Nursing  
is to protect the public by development and  
enforcement of state laws governing the safe practice  
of nursing.*

# Missouri Board of Nursing Marks 100 Year Anniversary



*Ann Shelton, Board Member, Lori Scheidt, Executive Director and Laura Skidmore Rhodes, President of NCSBN*

Missouri State Board of Nursing is presented with a plaque celebrating 100 years of service from National Council of State Boards of Nursing (NCSBN) at the annual meeting in Philadelphia.

## ***Current Board Members***



Charlotte York, LPN,  
President



Aubrey F. Moncrief,  
CRNA, Vice President



Deborah Wagner, RN,  
Secretary



Lisa Green, PhD(c),  
RN, Member



Autumn Hooper,  
RN, Member



Adrienne Anderson  
Fly, JD, Public Member



Rhonda Shimmens,  
RN, BSN, C, Member



Ann Shelton, PhD,  
MSN, RN, Member

### **Additional Board Members serving during FY 2009 included:**

**Terri Murray, PhD, RN, Florissant, MO**

10/22/2001-4/6/2009

**Linda Conner, RN, Greentop, MO**

3/6/2003-7/2/2008

**Hillred Kay Thurston, RN, Dexter, MO**

11/26/2001-8/14/2008

**Amanda Skaggs, RNC, WHNP, North Kansas City, MO**

4/23/2004-11/13/2008

**K'Alice Breinig, RN, Joplin, MO**

4/29/2005-9/30/2008

**Margaret (Meg) Shea, RN, PNP-BC, Kirkwood, MO**

7/2/2008-1/12/2009

**Teresa McElyea, LPN, Willow Springs, MO**

8/13/2008-1/12/2009

**Janet Vanderpool, RN, MSN, Princeton, MO**

8/14/2008-1/12/2009

**Kelly Scott, MSN, RN, BC, FNP, Columbia, MO**

11/13/2008-1/12/2009

## ***Board of Nursing Professional Staff***

Lori Scheidt, BS, Executive Director  
Becki Hamilton, BS, Executive Assistant  
Quinn Lewis, BS, Investigations Administrator  
Janet Woken, RN, MBA, Discipline Administrator  
Debra Funk, RN, Practice Administrator  
Mikeal Louraine, JD, Senior Legal Counsel  
Angie Morice, Licensure Administrator  
Ingeborg "Bibi" Schultz, RN, MSN, Education Administrator

## ***Board of Nursing Staff FY2009***

### **Administration**

Rose Oligschlaeger, Office Support  
Assistant  
Lacey Azdell, Office Support Assistant

### **Discipline**

Monica Nichols, Senior Office Support  
Assistant

### **Education**

Diana Coonce, Senior Office Support  
Assistant

### **Investigations**

Lenora Rosinski, Senior Office Support  
Assistant  
Shannon Miller, Office Support  
Assistant—through 10/2/2008  
Megan Thomas, Office Support  
Assistant—effective 1/15/2009  
Linda Becker, Investigator II  
Dawn Wilde, Investigator II  
Marvin McCreary, Investigator II  
Terry Benson, Investigator II

### **Legal**

Beth Strobel, Paralegal  
Sharie Hahn, Legal Counsel, effective  
10/16/2008

### **Licensure**

Michelle Cartee, Licensing Supervisor  
Rita Juergens, Licensing Technician II  
Linda Stuart, Licensing Technician I  
Laura Stone, Licensing Technician I  
Valerie Stark, Licensing Technician I—  
through 7/11/2008  
Morgan Fulks, Licensing Technician I—  
through 12/18/2008  
Vivian Terrell, Licensing Technician I—  
effective 7/24/2008  
Pamela Koetting, Licensing Technician I  
—effective 8/1/2008  
Sally Klindt, Licensing Technician I—  
effective 1/20/2009

### **Practice**

Diane Oates, Senior Office Support  
Assistant—through 12/1/2008  
Morgan Fulks, Senior Office Support  
Assistant—effective 12/18/2008

## **Missouri State Board of Nursing 1909-2009**

This year marks the 100<sup>th</sup> anniversary of regulation of nursing in the State of Missouri. In 1906, three years prior to the establishment of the Board of Examination for State Registration, the Missouri State Nurses' Association was formed. During the first three years, the association focused on a compulsory registration bill and investigation of the conditions in and management of Missouri's almshouses. Senate Bill 157 for Registration of Nurses was passed in 1909 by the 45<sup>th</sup> General Assembly. During the third annual meeting of the Missouri State Nurses' Association a roster of names was prepared to send to Missouri's governor from which he could choose the five nurses needed to comprise the first Board of Examination for State Registration. Twelve names were sent to Governor Herbert-Spencer Hadley from which he chose four individuals from the list and added Ms. Ida Gerdig. The five original Board members were:

Miss Charlotte B Forrester  
Mrs. Fannie E. S. Smith  
Miss Elizabeth A Tooker  
Miss Maude Landis  
Miss Ida Gerdig

These nurse, of course, were some of the first to become licensed by the Board (see original roll book on facing page).

### **MEETINGS OF THE BOARD**

The first organizational meeting of the Board of Examination for State Registration was held in Jefferson City on December 8, 1909. Rules and regulations to govern themselves in accordance with the pertinent sections of Senate Bill 157 were adopted. In the next few years the business of the Board including determining a "means of identifying the Registered Nurses as distinguished from those who could not or would not qualify" for licensure (they chose a special pin); setting up, selecting test questions and holding an examination for registration of nurses; sending a letter to two individuals advising they were illegally using the letters R.N. after their names; and endorsing the plan for a proposed preliminary course in Nurse Training at the University of Missouri. The Board continues to do much of these types of activities even today. With the same overall goal of public protection, the Board continues to be responsible for licensure of RNs and LPNs; for examinations of applicants through the National Council of State Boards of Nursing; for discipline and monitoring of licensees, and for approval and regulation of schools of nursing that lead to initial licensure.

2 January

Graduate of

1	Forrester	Miss Charlotte B.	St. Luke's Hosp. St. Louis Mo.
	University Hospital, Kansas City, Mo.		
2	Gerdina	Miss Ida	Lutheran Hospital St. Louis "
	Lutheran Hospital St. Louis Mo.		
3	Landis	Miss Maude	Scarritt Coll. & Sch. K. City "
	Levenering Hospital, Hannibal Mo.		
4	Tooker	Miss Elizabeth A.	St. Luke's Hosp. St. Louis "
	Springfield Hospital, Springfield Mo.		
5	Martin	Miss Flora	Mayfield Sanitarium St. Louis "
	3856, Botanical Ave. St. Louis Mo.		
6	Koch	Miss Emma	Mullanphy Hosp. St. Louis "
	2420 N. Taylor Ave. St. Louis Mo.		
7	Ohio	Miss Katherine	Mullanphy Hosp. St. Louis "
	2420. N. Taylor Ave. St. Louis Mo.		
8	Schroeder	Miss Johanna Elise	Bethesda Hosp. St. Louis "
	1210 Grattan St. St. Louis Mo.		
9	Simpson	Miss Isabella	Bethesda Hosp. St. Louis "
	3651 Vista Ave. St. Louis Mo.		
10	Stephenson	Miss Sarah J.	Bethesda Hosp. St. Louis "
	3649 Vista Ave. St. Louis Mo.		
11	Grover	Miss Augusta	Bethesda Hosp. St. Louis "
	3651 Vista Ave. St. Louis Mo.		
12	Hamilton	Miss Mary Virginia	Bethesda Hosp. St. Louis "
	3651 Vista Ave. St. Louis Mo.		
13	Schoenherr	Miss Marie	Bethesda Hosp. St. Louis "
	3649 Vista Ave. St. Louis Mo.		
14	Heinrich	Miss Josephine	Mullanphy Hosp. St. Louis "
	2506. N. Grand Ave. St. Louis Mo.		
15	Richmond	Miss Anna	Mullanphy Hosp. St. Louis "
	2901. Barrett St. St. Louis Mo.		
16	Rommel	Miss Clara	Lutheran Hosp. St. Louis "
	3856. Botanical Ave. St. Louis Mo.		
17	Stahl	Miss Mary	"
	3856. Botanical Ave. St. Louis Mo.	16	
18	Magill	Miss Mary E.	Genl. Hospital Kansas City Mo.
	3017. Agnes Ave. X St. Louis Mo.	17	
19	Carter	Miss Bessie Mc	Levenering Hospital Hannibal "
	Oklahoma Baptist Hospital Muskogee Okla.		
20	Estes	Miss Ella F.	Mo. Baptist Sanitarium St. Louis "
	Mercy Hospital, Kansas City Mo.		
21	Porter	Miss Virginia Mc	Mo. Bapt. Sanitarium St. Louis "
	Mercy Hospital Kansas City Mo.		
22	Roseberry	Miss Eva Mc	University Hospital St. Louis "
	2531. Gillham Road Kansas City Mo.		
	X Kansas City Mo.		

## Nursing Postcards circa 1912





## **IN THE REGULATION OF NURSES IN MISSOURI, LEGISLATION AND A COURT CASE PAVE THE WAY FOR CHANGE**

### **MISSOURI'S NURSING PRACTICE ACT—1909**

Thanks to the efforts of the Missouri Nurse's Association, the **first Missouri Practice Act was implemented** with the passage of Senate Bill 157 for Registration of Nurses. Its provision indicated: "An act to provide for the examination, regulation and registration of nurses, and providing for the appointment of a board of examiners to examine applicants for registration as nurses, and to provide for the punishment of offenders against the act."

### **NPA 1921, & 1923—the first changes, some positive, some not**

The Nursing Practice Act was changed several times over the years. It was revised in 1921, then that version was repealed and replaced with the Act of 1923. In 1939, the 1923 version was repealed and replaced with the Act of 1939.

### **LAW OF 1939**

SB 284 was introduced by Senator Brogan. This law recaptured for professional nursing many of the losses incurred previously. It became effective June 9, 1939 with Governor Guy B Park's signature. The law provided for the legal establishment of certain higher standards which most Missouri schools of nursing had already voluntarily accepted. The law enabled Missouri graduates to obtain reciprocity in other states by **raising the high school educational requirement** for admission to Missouri schools from one year **to four years** and by establishing a three year training course as a substitute for the two year course.

The law also provided for the **establishment of “an office staffed by a full-time executive secretary and such clerical help as was needed”**. In addition, a full time education director was provided for; protection was given to the title "Graduate Nurse" and "Registered Nurse"; and causes for suspension or revocation of licenses were specifically set down. Persons found guilty of gross incompetence, dishonesty, habitual intemperance or the use of habit forming drugs, any act derogatory to the morals or standing of those engaged in the care of the sick, or violation of the provisions of the nurse practices act itself were to have their licenses annulled.

### **LAW OF 1953**

A provision for **voluntary licensure of practical nurses** was included in the law of 1953. This law was effective August 29, 1953 and made it unlawful for a person engaged in nursing, "to use any title, sign, abbreviation, cards, or device to indicate such person is practicing registered professional nursing or licensed practical nursing unless such person had been duly licensed and registered under the provision of this Act." Until July 1, 1955, those who were already practicing non-professional nursing

could elect to become licensed without examination by securing the recommendations of professional persons, including nurses and doctors who were willing to certify that the applicant had "practiced practical nursing within the state for three years" in addition to satisfying the age, residence, character, and health requirements.

The **name of the Board was changed to the State Board of Nursing** and the membership on the Board increased from 5 to 7 by **adding two Licensed Practical Nurses.**

### **AMENDMENTS OF 1975**

Prior to the 1975 amendments to the NPA, nurses in Missouri were expected to work under the direct supervision of a physician. Changes in medical care delivery dictated the modification of the Nursing Practice Act which **broadened the authority of nurses.** Professional nurses were given the right to do "assessment, nursing diagnosis, nursing care, and counsel of persons who are ill, injured or experiencing alterations in normal health processes." In addition, it should be noted that the qualifier phrase "including, but not limited to" was part of the description of the acts authorized for a professional nurse.

### **COURT CASE— SERMCHIEF AND GONZALES—1983**

On November 22, 1983, the Supreme Court of Missouri decided the case of Sermchief v. Gonzales, which **involved the scope of professional nursing in the State of Missouri.** The primary question which the court decided was whether the conduct of two registered professional nurses was within the scope of professional nursing as defined by the Missouri Nursing Practice Act. The State Board of Nursing participated in this case by submitting a "friend of the court" brief.

In its decision, the Court stated: Under Section 335.016.8, a nurse may be permitted to assume responsibilities heretofore not considered to be within the field of professional nursing so long as those responsibilities are consistent with her or his "specialized education, judgement and skill based on knowledge and application of principles derived from the biological, physical, social and nursing sciences"

### **ADVANCED PRACTICE NURSE—1993**

A **definition of an Advanced Practice Nurse was added** in 1993. Although a new category was added, APNs were still under the same supervisory restrictions as RNs with the exception they may be delegated the right to prescribe and administer drugs. The Medical Practice Act was modified at the same time to allow physicians to delegate certain tasks to nurses through the use of collaborative practice agreements. The law required joint regulations to be issued by the Boards of Healing Arts, Nursing and Pharmacy regarding **collaborative practice.** These regulations became effective September 30, 1996.

### **CHANGES IN THE LAST TEN YEARS (1999-2009)**

The following changes have been made in nursing in Missouri over the last 10 years:

- o Ability for the Board to grant a certificate of controlled prescriptive authority for an advanced practice registered nurses who meets the requirements listed
- o Protection for the title “nurse”
- o **Nurse Licensure Compact**—Ten years after the first five states joined together in a for mutual recognition of nursing licenses, Missouri joined them with passage of bills filed by Senators Scott Rupp, Jim Lembke and Don Wells. The implementation of the Nurse Licensure Compact is not yet complete. However, the Board and Staff are ready and willing to tackle this new change in their usual manner and hope to complete the implementation in 2010.

The Nursing Practice Act and associated regulations will continue to evolve over the coming years in order to better meet the need to protect the public. By continuing to regulate the training programs for nurses, license qualified individuals and ensure safe practice of current nurses, the Board will move into the future knowing it will make any necessary changes to keep up with the ever-evolving profession of nursing.



Public Domain  
Photo by A. Jackson Co.,  
Baltimore, Md.  
1912



OB nurses, Debbie Caminiti.  
Photo courtesy of St. Mary's.  
Used with permission.

# **NURSING PROGRAMS IN MISSOURI**

## **EDUCATION OF NURSING HAS KEPT UP WITH THE TIMES—YOU SHOULD SEE US NOW!**

Nursing education in Missouri has also changed in the last 100 years. When the Nursing Practice Act came into existence, most nursing schools were diploma programs associated with hospitals and many were 1 or 2 year programs. Today, Missouri has just one diploma program, 35 Associate Degree Programs, 22 Baccalaureate Degree Programs and 45 Practical Nursing Programs. Instruction now includes state-of-the-art clinical simulations laboratories as part of the learning experience. Several of the staff members from the Board of Nursing, recently toured such a facility at the College of the Ozarks in Point Outlook, Missouri. The students use life-like simulation models to learn about patient care. The “patients” breathe, have a pulse and blood pressure, and can be programmed to simulate a variety of illnesses. The interactions are recorded and can be replayed for further discussion and learning. The Board staff was able to observe students learning about administering medication and view several simulation models including a new born baby. The director of the program, Dr. Janice Williams, RN, also advised the visitors, that the students recently participated in a disaster drill on campus. With the help of the drama students (posing as patients in need of care), the nursing students were able to learn first hand what to do in the event of an emergency.



Students at College of the Ozarks tend a simulation model patient while observed and recorded for further teaching opportunities. (Photo used with permission by College of the Ozarks)

## ***Education Statistics***

### ***Nursing Programs***

In FY2009 there were 106 schools in the State of Missouri with approval to provide nursing education leading to initial licensure. The schools included 47 Practical Nursing Programs, 35 Associate Degree programs, 1 Diploma program, and 23 Baccalaureate Degree Programs.

### ***Enrollment Statistics***

Students Admitted to Professional and Practical Nursing Programs

	FY2005	FY2006	FY2007	FY2008	FY2009
Practical	1,640	1,578	1,664	1,593	1,824
Associate	2,130	2,013	1,538	1,521	1,817
Diploma	97	105	75	46	75
Baccalaureate	1,519	1,825	1,667	1,384	2,054
<b>TOTALS</b>	<b>5,386</b>	<b>5,521</b>	<b>4,944</b>	<b>4,544</b>	<b>5,770</b>

Students Graduating from Professional and Practical Nursing Programs

	FY2005	FY2006	FY2007	FY2008	FY2009
Practical	1,193	1,073	1,247	1,432	983
Associate	1,817	1,465	1,218	1,186	1,255
Diploma	27	33	52	39	52
Baccalaureate	848	1,098	1,343	1,246	1,508
<b>TOTALS</b>	<b>3,885</b>	<b>3,669</b>	<b>3,860</b>	<b>3,903</b>	<b>3,798</b>

# **Missouri Practical Nursing Programs**

## **Full Approval Unless Otherwise Specified**

Applied Technology Services/West County	Nevada Regional Technical Center
Applied Technology Services/MET Center	Nichols Career Center
Bolivar Technical College	North Central Missouri College
Boonslick Technical Education Center	North Central Missouri College's
Carthage Technical Center (Initial Approval)	Maryville Outreach Level 1—PN
Cape Girardeau Career and Technology Center	North Central Missouri College/Bethany PN Program (Initial Approval)
Cass Career Center	Northland Career Center AVTS
Colorado Technical University	OTC-Reed Springs
Columbia Public School	Ozarks Technical Community College
Concorde Career College	Pemiscot County Vocational School of Practical Nursing
Eldon Career Center	Pike/Lincoln Technical Center
Franklin Technology Center	Poplar Bluff Technical Career Center
Hannibal Public Schools	Rolla Technical Center
Hillyard Technical Center	Saline County Career Center
Jefferson College Bi-level Program	Sanford Brown College
Kennett Career & Technology Center	Sikeston R-6
Kirksville Area Technical Center	South Central Career Center
Lebanon Technology and Career Center	St. Charles Community College
Lex La-Ray Technical Center	St. Louis College of Health Careers (Initial Approval)
Metropolitan Community College—Penn Valley	State Fair Community College
Mineral Area College	Texas County Technical Institute
Moberly Area Community College	Warrensburg Area Career Center
Moberly Area Community College—Mexico	Washington School of Practical Nursing
	Waynesville Technical Academy

## **Missouri Associate Degree Programs**

### **Full Approval Unless Otherwise Specified**

Bolivar Technical College	Moberly Area Community College
Chamberlain College of Nursing (Conditional Approval)	National American University
Columbia College	North Central Missouri College
Columbia College/Lake Ozark (Initial Approval)	North Central MO College's Outreach
Concorde Career College (Initial Approval)	One-Plus-One
Cox College	Ozarks Technical Community College (Initial Approval)
Crowder College	Park University
Crowder College/Nevada (Initial Approval)	Sanford Brown College/St. Charles
East Central College	Southland Missouri Hospital College of Nursing and Health Sciences
East Central College at Rolla Technical Institute	Southeast Missouri Hospital (Initial Approval)
Fort Leonard Wood Satellite, Lincoln University	St. Charles Community College
Goldfarb School of Nursing at Barnes- Jewish College	St. John's College of Nursing and Health Sciences of Southwest Baptist University
Hannibal La-Grange College	St. Louis Community College/Forest Park
Jefferson College Bi-Level Program	St. Louis Community College/Meramec
Lincoln University	State Fair Community College ADN Career Ladder Program
Metropolitan Community College— Penn Valley	Texas County Technical Institute (Initial Approval)
Mineral Area College	Three Rivers Community College
Missouri State University/West Plains	Three Rivers Community College ADN Bridge Program

## **Missouri Baccalaureate Degree Programs**

**Full Approval Unless Otherwise Specified**

Avila University	Missouri Southern State University
Blessing-Rieman College of Nursing	Missouri State University Springfield
Central Methodist University	Missouri Western State University
Chamberlain College of Nursing	Research College of Nursing
College of Nursing at the University of Missouri St. Louis	Sinclair School of Nursing at University of Missouri—Columbia
College of the Ozarks (Initial Approval)	Southeast Missouri State University
Colorado Technical University (Initial Approval)	St. Louis University
Cox College BSN Program	St. Luke's
Goldfarb School of Nursing at Barnes-Jewish College	Truman State University
Graceland University School of Nursing	UMKC-Kansas City, School of Nursing
Maryville University of St. Louis	University of Central Missouri
	William Jewell College

## **Missouri Diploma Programs**

**Full Approval Unless Otherwise Specified**

Lutheran School of Nursing

## **ESSAY QUESTIONS ARE OUT, THE COMPUTER IS IN!**

### **CHANGES IN HOW THE NURSE LICENSURE EXAM IS CONDUCTED**

In the early part of the twentieth century, legislatures began mandating licensing exams for nurses. The focus of testing then and continues to be on measuring the level of skills and knowledge considered necessary to assure competence of each individual requesting permission to practice. Although the focus remains the same there have been significant changes in the process since that time.

The first licensing exams were prepared by individual boards of nursing and contained largely essay questions. At the meeting of the Missouri Board of Nursing Examiners in 1913 it was determined that:

The mode for selecting the examination was as follows: lists were submitted by all members of the Board, Miss Gerding having sent hers by mail, and it was decided that the final lists should be complied from the entire number, by Mrs. Freytag and Miss Forrester, and presented by them to the other members at time of examination.

At that time, Missouri's training schools had no standard course of training so the Missouri State Board of Nursing Examination had a difficult time compiling examinations which contained questions equally suited to all. It took 11 months to put out that first examination!

The first examinations for registration in Missouri were held in Kansas City's Coates House on June 3 & 4, 1913 and at St. Louis' Planters Hotel on June 5 and 6, 1913. Thirty three nurses presented themselves for examination. Of these only 12 made the required average of 75%, and half of these 12 failed to make the required passing grade of 60% on every subject. Graduates were reexamined in those subjects where they had been graded below 60%.

The two day examination covered Dietetics, Urinalysis, Surgical Nursing, Gynecology and Nursing Ethics on the first day; and Medical Nursing, Bacteriology, Anatomy and Physiology, and Nursing the Insane, Nursing of Children, and Materia Medica on the second day.

Although, not from those first examinations, here are some samples of early examination questions taken from the December 1921 exam.

#### **QUESTIONS ON MEDICAL NURSING**

1. Give your method for a hot pack. In what disease might this be ordered?
2. How would you isolate a patient? Name four diseases where strict isolation is required.
3. How would you make a mustard paste? What precautions would you take in applying the same?
4. Give the nursing care of influenza. Give two common complications of Influenza.

5. In teaching a probationer to make a bed with a patient in it, what Points would you emphasize?

6. Describe the care of mouth in typhoid. Why is this important?

#### **QUESTIONS ON SURGICAL NURSING**

1. Write at least fifty words on the importance of preparation for an anesthetic.

2. Describe two methods of hand disinfection.

3. In what ways may clean wounds become infected?

4. Tell how you would prepare rubber gloves for use in an operation? How care for them after use?

5. Explain what complications must be watched for following an appendectomy.

6. What would you have ready for the doctor and how would you prepare the patient for a lumbar puncture?

The members of Boards of Nursing continued to write examination questions through 1945, after which time questions were taken from the National State Board Test Pool. The shift to standard exam nationwide was accomplished gradually on a state-by-state basis.

#### **SBTPE – STATE BOARD TEST POOL EXAMINATION**

In 1942, at a conference for state board examiners, the members adopted a resolution requesting the National League of Nursing Education (now the NLN) Committee on Nursing Tests to assist individual boards in adopting questions for machine scoring. Staff of the NLNE Committee prepared drafts of all test for inspection and review by each board of nursing. The State Board Test Pool Service was created in 1944 and by the end of that year 23 states had administered one or more of the test pool exams. By 1951 all 48 states and the District of Columbia were using the test pool service.

Exams were 2 day paper and pencil tests. Testing was scheduled a limited number of times throughout the year. Subjects covered were Medical Nursing, Surgical Nursing, Obstetric Nursing, Nursing of Children and Psychiatric Nursing.

During the 1970s, a study of the validity of the State Board Test Pool Exams was conducted. A part of that study defined the current behaviors in practice and the current test plans based on those behaviors.

#### **NCLEX® – NATIONAL COUNCIL LICENSURE EXAMINATION**

The move to the NCLEX-RN® licensure examination helped answer questions concerning uniformity of examination questions, scoring, and administration conditions. In 1980 the Delegate Assembly of NCSBN adopted a test plan for use in construction of NCLEX-RN® and the NCLEX-PN® examinations. Both test plans included the integration of all areas of nursing. In other words, only one passing score was established and reported. In 1982 the NCLEX® examinations were implemented.

## **COMPUTER ADAPTIVE TESTING**

On April 1, 1994, candidates for nursing licensure began taking the National Council Licensure Examination (NCLEX®) using a computer. At that time over 193,000 students nationally were taking the NCLEX-RN® and NCLEX-PN® each year. The implementation of computerized adaptive testing (CAT) was a significant change from the traditional paper and pencil administration of the exam.

The CAT method for administering tests allows for a unique examination tailored to each candidate's competence level. CAT "adapts" the examination based on the ongoing candidate performance and measures the candidate's knowledge, skills and abilities in a precise manner. The implementation of this type of testing provided many advantages for nursing candidates including year-round testing at four Sylvan Technology Centers, choice of location, availability 15 hours a day, six days a week and less time needed to take the test.

## **NCS PEARSON – OCTOBER 2002**

In 2002, the vendor for the licensing service changed to NCS Pearson VUE. In early 2002 the Board Staff and several Board members participated in the Alpha test conducted to test the entire examination process from registration through result notification. The participants in the Alpha test, registered, awaited the authorization to test, scheduled exam dates, traveled to the center in Columbia, went through the check-in process, and actually took an exam consisting of questions that had been discarded by NCLEX®. Once a Beta test with actual applicants was completed the exams were then available at the test centers throughout the state every business day with the results received in 2 weeks.

## ***NCLEX® EXAMINATION RESULTS***

Appointment for taking the National Council Licensure Examination (NCLEX®) for Registered Nurses and Licensed Practical Nurses are authorized by the Board.

	<i>Number taking the test for the first time.</i>	<i>Number that Passed</i>	<i>Percentage that Passed</i>
<b><i>U.S. RNs</i></b>	133,778	116,954	87.42%
<b><i>Missouri RNs</i></b>	3,506	3,119	88.96%
<b><i>U.S. LPNs</i></b>	62,951	53,682	85.28%
<b><i>Missouri LPNs</i></b>	1,328	1,185	89.23%

## *Licensure Statistics*

	Registered Nurse	Licensed Practical Nurse
Licensure by Examination (includes nurses not educated in Missouri)	3537	1297
Licensure by Endorsement	2160	352
Licensure by Renewal of a Lapsed or Inactive License	1141	682
Number of Nurses holding a current nursing license in Missouri as of 6/30/2009	86,476	24,432

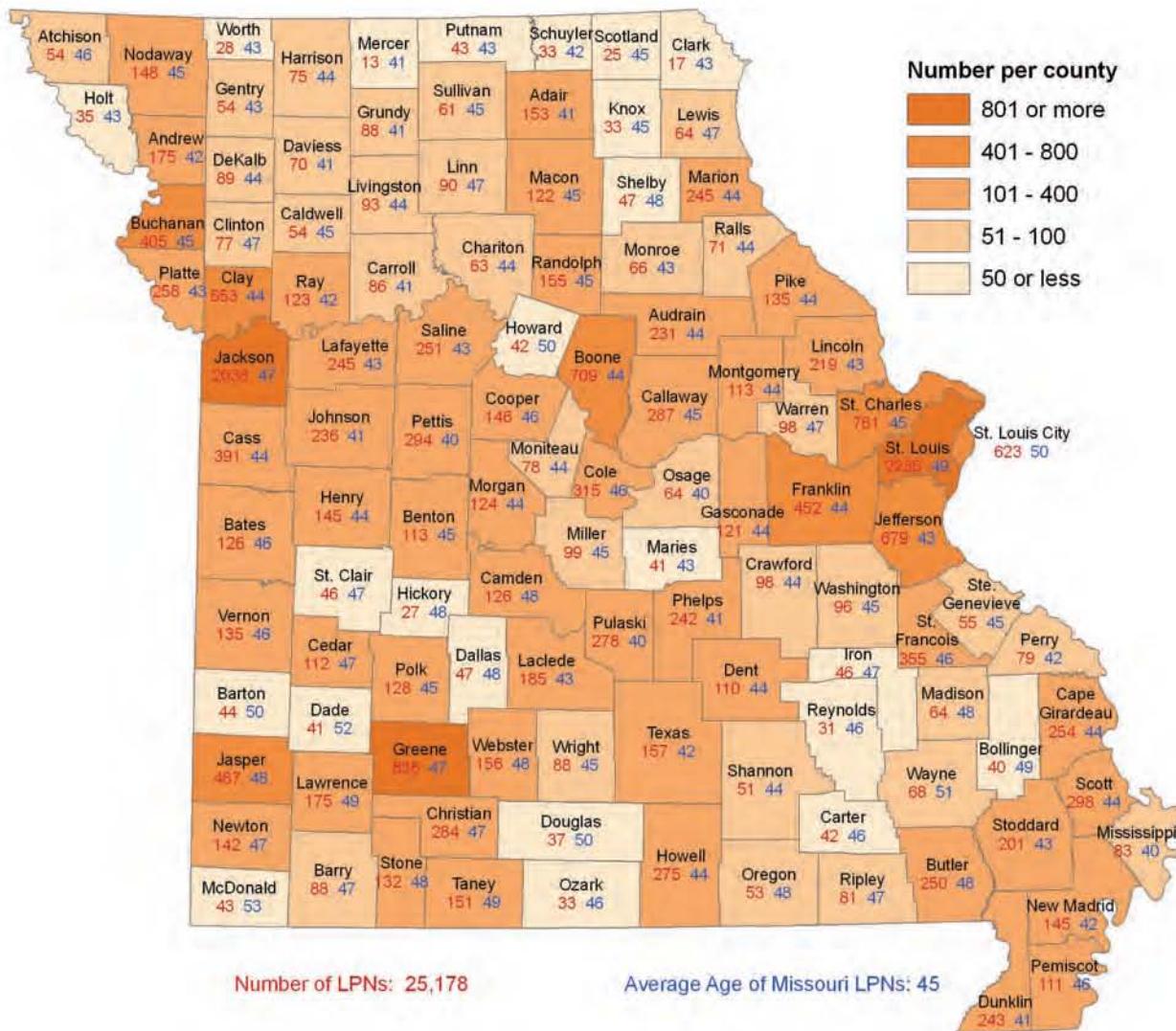
## *Average Age of Nurses*

The average age of nurses continues to stay about the same. This is based on all nurses licensed in Missouri, regardless of where they reside.

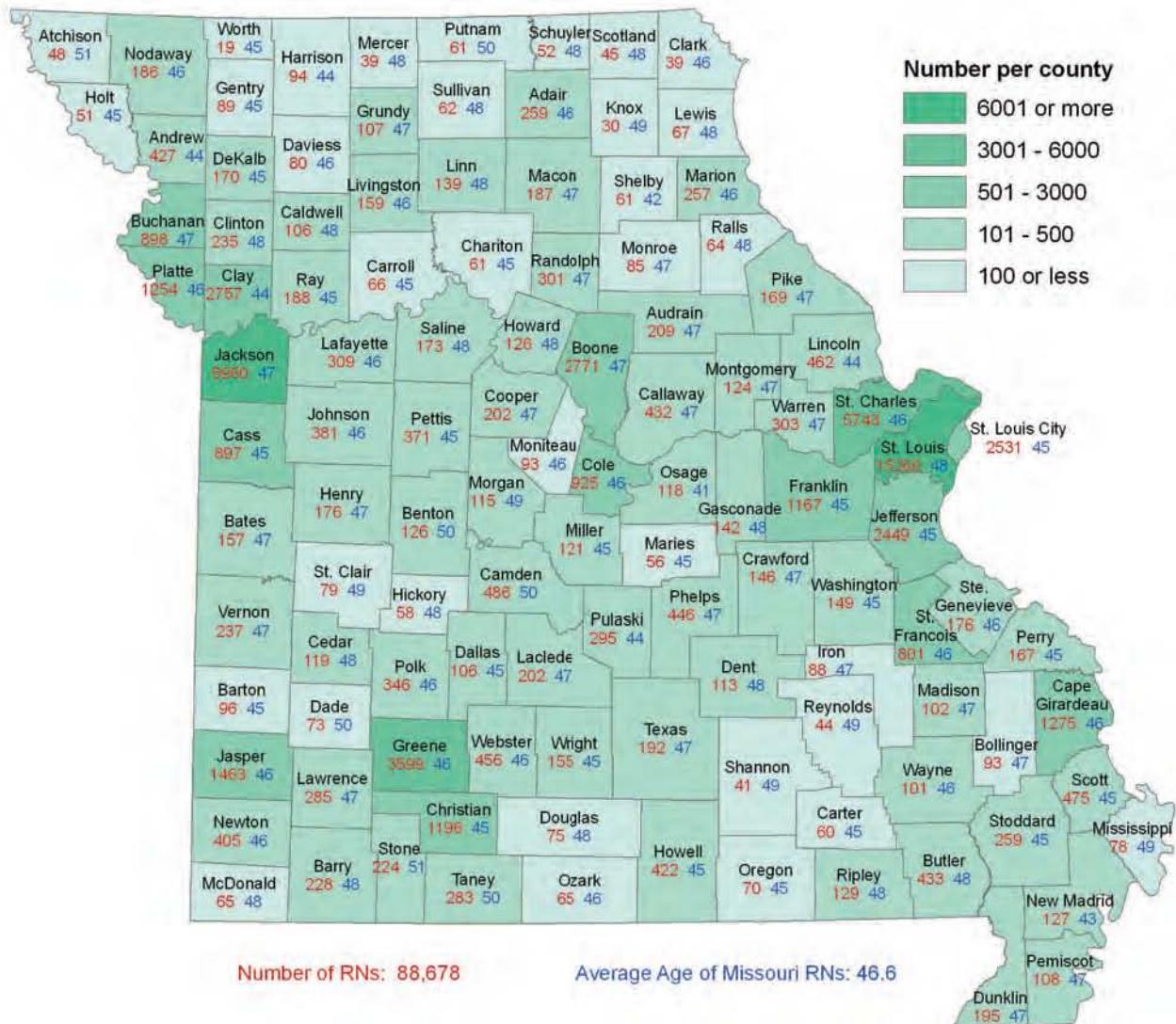
Profession	FY2005	FY2006	FY2007	FY2008	FY2009
RN	46.12	46.28	46.35	46.62	46.6
LPN	45.13	45.36	45.00	45.32	45.00

The following three maps depict the average age by county and the count of the number of nurses in each county that had a current Missouri nursing license and Missouri address as of September 14, 2009.

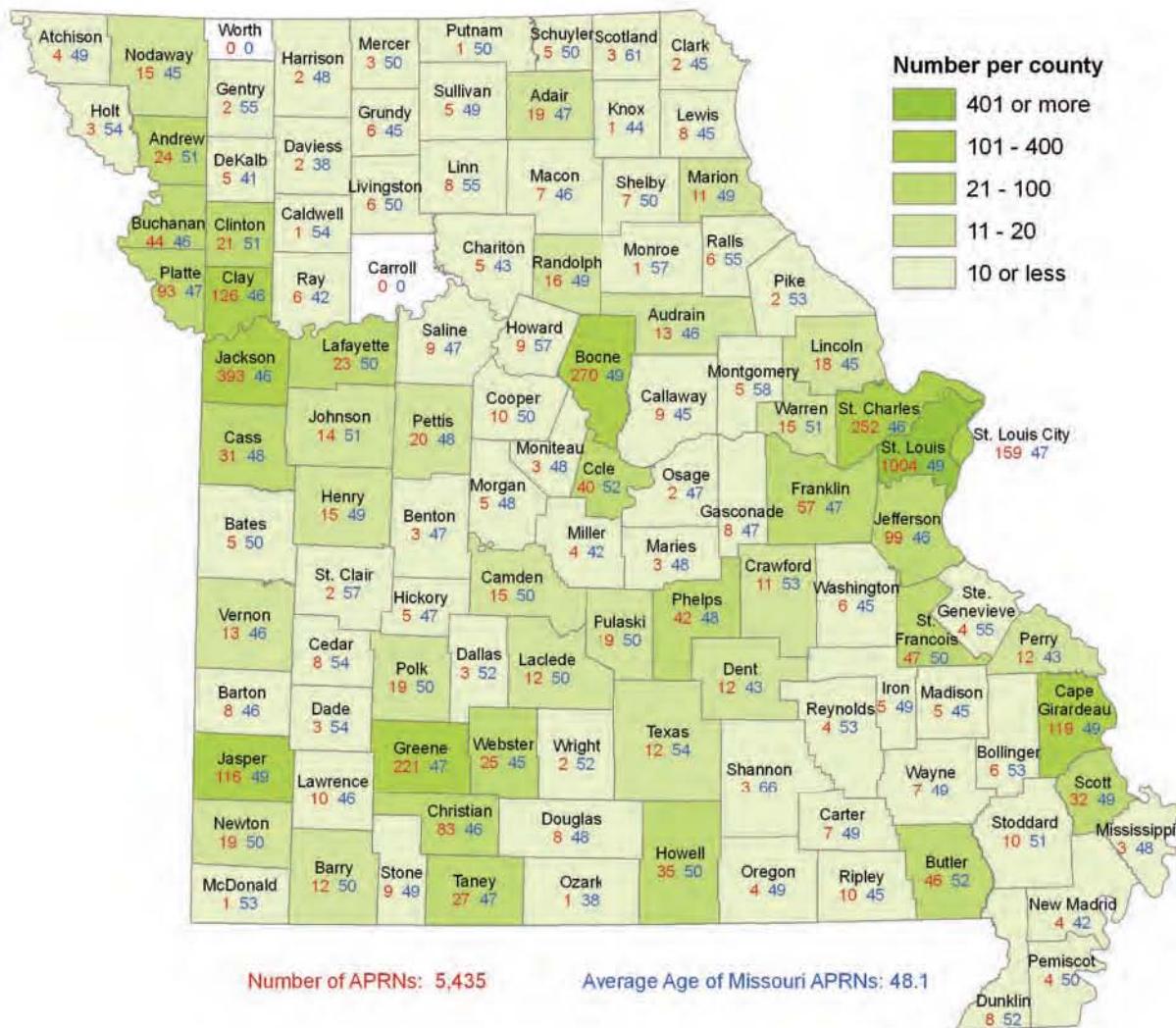
## Missouri Licensed Practical Nurses - 2009



## Missouri Registered Nurses - 2009



## Missouri Advanced Practice Registered Nurses - 2009



## CHANGES AND MORE CHANGES

In a 100 year period it is certain that things will change. From the simple fact that the people responsible for beginning this endeavor are no longer here, to the changes wrought by technology, things are no longer the same as they were in 1906. Our records show that the Board was first located at the Chemical Building in St. Louis and then moved to Jefferson City in 1924. The Board occupied several locations in downtown Jefferson City until 1974 when they moved to a location on the west end of town on North Ten Mile Drive. In 1990 the Board moved about a half a mile to the current location at 3605 Missouri Blvd.

It wasn't until 1939 that the law provided for the "establishment of an office staffed by a full-time executive secretary and such clerical help as was needed." We do not have the records of how many individuals that turned out to be, but in 1986 when our current executive director, Lori Scheidt began working for the Board, there were 12 staff members. Since that time additional employees have been added for a current total of 28 staff members. The staff is responsible for carrying out the directions of the Board members and work in the areas of administration, education, licensure, practice, legal, investigation and discipline.

There have been at least 13 individuals serving as Executive Secretary or Executive Director of the Board plus numerous education inspectors and associate secretaries.



Jannett G Flanagan, RN

Executive Secretary/Director	When
Jannett G Flanagan, RN	1923-1934
Miss Laura Layher, RN	1934-1949
Miss Catherine P. Geuss, RN	1949-1959
Jane Rogers, RN	1959-1967
EmyLou Keith, RN	1967-1969
Vivian D Meinecke, RN	1971-1979
Margaret J Driver, RN, Acting ED	1979-1980
Mary Sue Hamilton, RN	1980-1984
Bonnie H Greer, RN, Acting ED	1984-1984
Florence McGuire/Stillman, RN	1984-1997
Marcia Flesner, RN	1997-1999
Calvina Thomas, RN, PhD	1999-2001
Lori Scheidt, BS	2001-present

## **Keeping up with Technology**

One machine can do the work of fifty ordinary men. No machine can do the work of one extraordinary man.—Elbert Hubbard, *The Roycroft Dictionary and Book of Epigrams*, 1923

As all of us have done, the Board of Nursing has also had to make technological changes over the years. Many machines (phones, computers, faxes, etc) have been purchased and processes have been initiated, reviewed, tweaked and upgraded. In the end, even with technology the Board finds it still needs the personal touch. While others may be going to a complete automated system of answering phone calls, Missouri is proud to still be available “live” for answering phone calls and for walk-in services. Even so, we certainly have added many technological changes over the years. Our records in this area only go back so far, but to keep up with technology here are a few of the changes made.

1969—A 2<sup>nd</sup> phone line is added

1983—The board is allowed to accept personal checks as well as cash, money orders or bank drafts

1989—Due to the volume of work, the board appoints committees consisting of Board members to expedite the matters before the Board

1990—A main phone line plus 5 additional lines is added

1990—A shared fax line located in the Administrative office across the street is available. (A 4 page newsletter article advising what is acceptable by fax is published)

1994—The Board has their own fax machine available

1996—Biennial Renewals

1997—The main phone line plus 10 lines is available

1997—The Board has a web page and email is available for staff members

1999—The Board’s quarterly newsletter is sent to all licensees and other individuals at no extra cost to licensees

1999—New licensure database system (PROMO) is implemented

2000—2 fax machines are available and each staff member has their own computer and phone

2002—Imaging system replaces microfilm for records maintenance

2004—Review and revision of the Board’s investigation processes results in a Governor’s Award for Quality and Productivity being awarded to the Board of Nursing for saving money and time by increasing efficiencies in business processes, goods and service delivery to Missouri citizens

2004—Online renewals are available

2005—Updated credit card style licenses are issued

## **Topics of Discussion over the Years**

In reviewing the newsletters published since 1968, the following topics (in alphabetical order) have been visited in numerous issues:

- Advanced Practice Education-Doctorate of Nursing Practice
- Alzheimer's Reports
- Boundaries
- CEUs – should they be required for renewal?
- Chemical Dependency
- Delegation
- Disaster Planning
- E-Learning
- E-Push Technology
- Fingerprinting/Background Checks
- Golden Awards
- Identity Theft
- Impaired Nurses and Programs to help them
- Imposters
- Mandatory Reporting
- Mutual Recognition
- Nurse Faculty Shortage
- Nurse Student Loan Program
- Nursing Shortage
- Pain and Symptom Management
- Patient Abandonment
- Patient Safety and Just Culture
- Prescriptive Authority
- Recruitment of Foreign Nurses
- Scope of Practice Issues
- Shermchief vs Gonzales
- Telenursing
- Training to Avoid Medical Errors
- Unlicensed Assistive Personnel

## **Sources of Historical Information include:**

*Supervising RNs and Advance Nurse Practitioners; New Regulations for Missouri published in Missouri Medicine V.94 (January 1997), p17* by Katherine C. Rathbun, M.D. M.P.H. and Edward P. Richards, J.D. M.P.H

*Missouri Nurses, The Development of the Profession, Its Associations, and Its Institutions* by Edwin A. Christ, PhD, published in 1957 by the Missouri State Nurses' Association

*Legal Aspects of Health Care Administration, 9<sup>th</sup> Edition*, by George D. Pozgar

Photos from old postcards circa 1912 courtesy of Linda Harris, LPN, Cape Girardeau

Previous issues of the *Missouri Board of Nursing Newsletter*

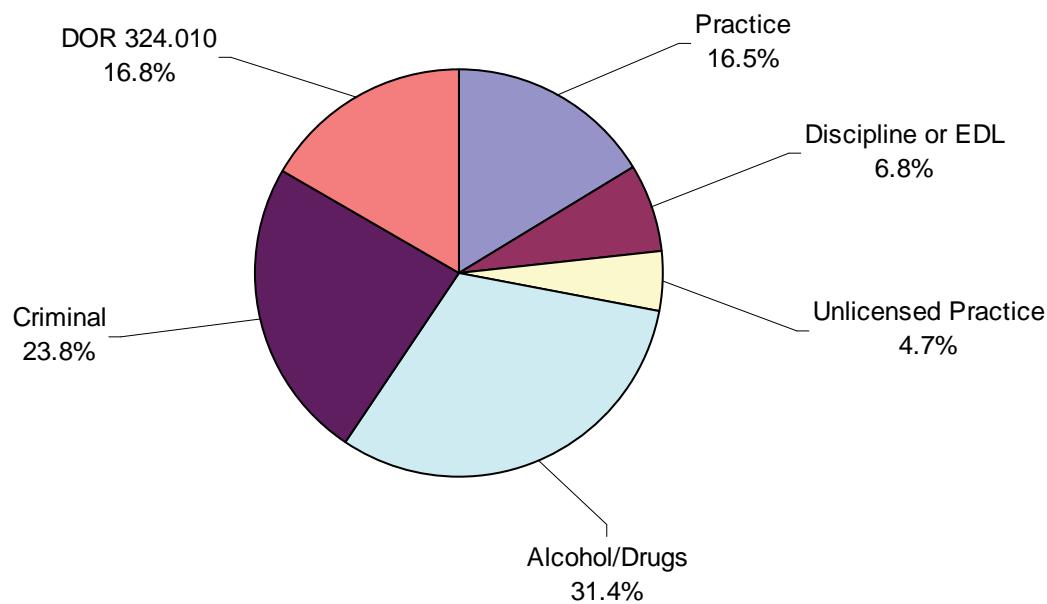
## ***Disciplinary Actions***

Complaints are received from many sources, both mandatory reporters (hospitals, ambulatory surgical centers and temporary nursing staffing agencies) and others (nursing homes, employers, home health, public, etc). All complaints that are filed against the license of a nurse are reviewed to determine what action should be taken by the Board. Following an investigation into the matter, the Board may either pursue disciplinary actions or non-disciplinary actions. The latter includes taking no action, issuing a letter of concern for the conduct **or accepting voluntary surrender of the license**. If the Board determines disciplinary action is appropriate, one of the following disciplinary actions may be pursued: censure, probation, suspension, and/or revocation.

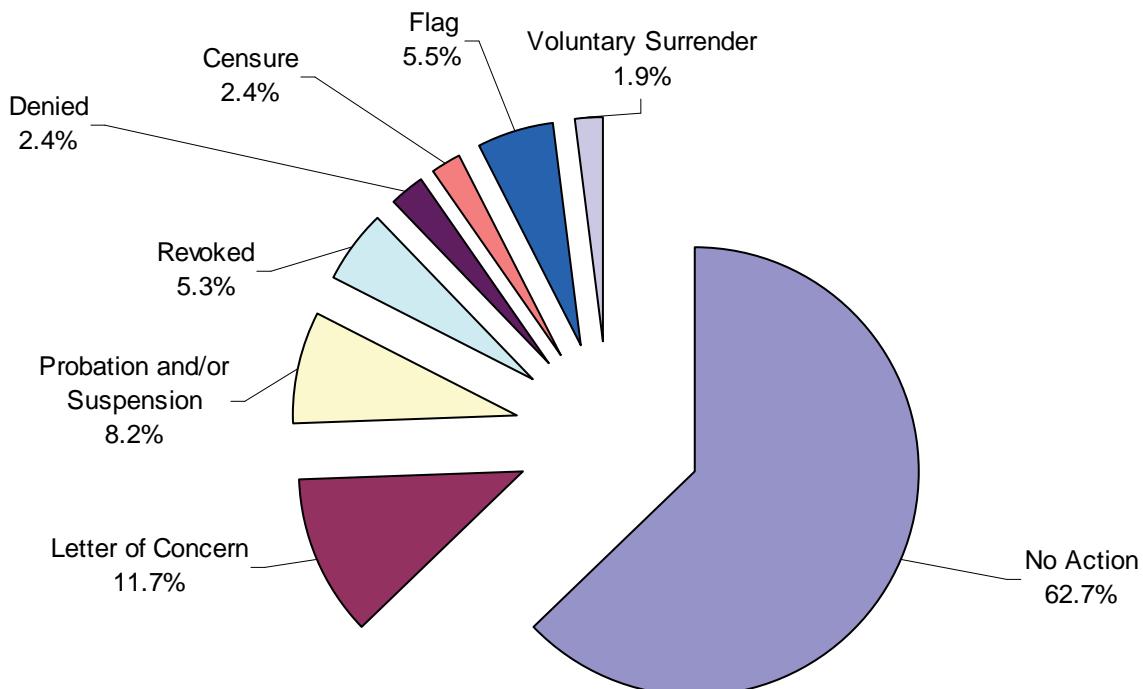
## ***Hearings***

The Board has the authority to conduct two types of hearings: Disciplinary and Violation. When the Board determines to pursue disciplinary action, a settlement agreement is offered. If the licensee does not agree with the settlement agreement, the matter is referred to the Administrative Hearing Commission (AHC) to determine if there is cause to discipline the license of the nurse. If the AHC determines there is cause, a ***Disciplinary*** hearing before the Board is conducted to determine what disciplinary action should be taken. In FY2009, 37 Disciplinary hearings were conducted. Once a licensee has been placed on discipline, they are required to abide by the terms of the disciplinary agreement or Board order. If they do not, a ***Violation*** hearing before the Board is conducted to determine what additional disciplinary action should be taken. In FY2009, 79 Violation hearings were conducted by the Board.

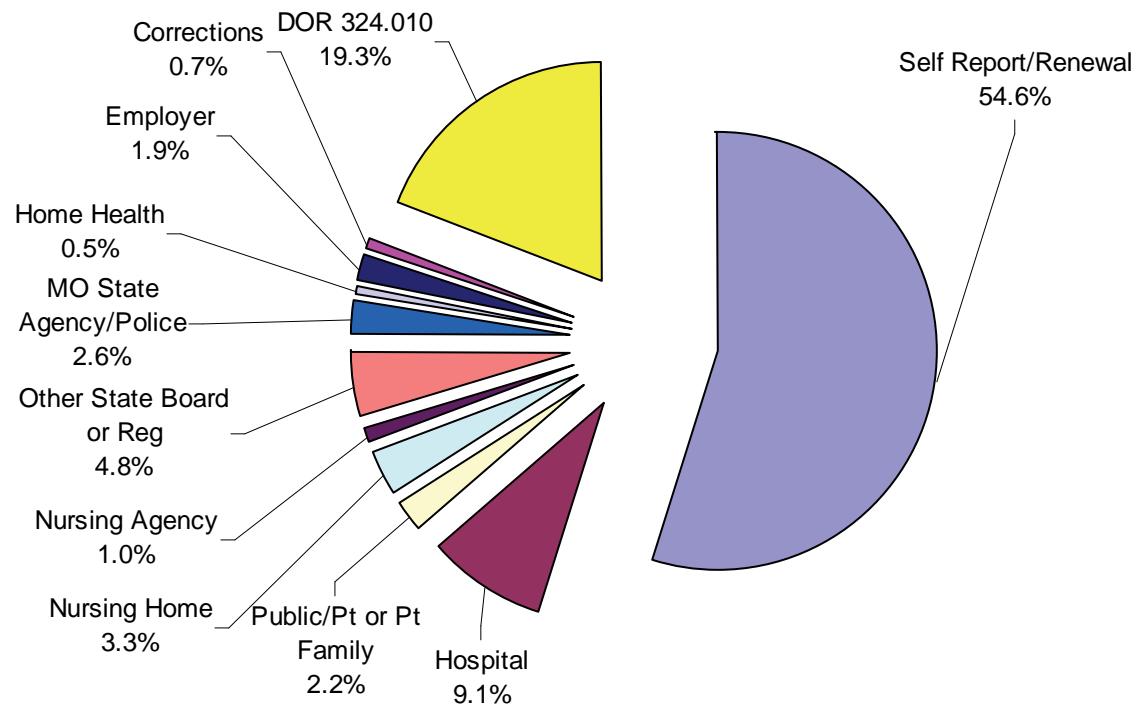
### **FY2009 Closed Categories of Complaints**



## FY2009 Complaints Final Actions



## FY 2009 Closed Complaints by Source



## ***FINANCIAL INFORMATION***

The Board of Nursing operates solely on fees that are received from the licensees who are regulated by the Board. All fees received are deposited in the state treasury and credited to the State Board of Nursing. Money is then appropriated from the fund to the Board of Nursing by the Legislature each year to pay all administrative costs and expenses of the Board.

### ***FY2008 Appropriations***

Personal Services	\$963,554.75
Expenses & Equipment	\$627,845.20
<b>Total Appropriations</b>	<b>\$1,591,399.95</b>

### ***Nursing Funds Received***

Beginning Fund Balance	\$9,131,243.93
Total Revenue Received	<u>\$4,813,157.93</u>
<b>Total Ending Fund Balance</b>	<b>\$13,944,401.86</b>

### ***Actual Operating Expenses—FY2009***

*Amounts below represent actual amounts utilized including transfers*

Personal Services/Per Diem	\$963,554.75
Expenses & Equipment	\$627,845.20
Transfers (see below)	<u>\$1,172,084.10</u>
<b>Total Operating Expenses</b>	<b>\$2,763,484.05</b>

**ENDING FUND BALANCE FY2009      \$11,180,917.81**

### **Nursing Fund Transfers**

Transfers consist of monies that are transferred directly from the Board of Nursing fund to various funds and/or entities to pay for services and other operating costs that are not a part of the money that is appropriated to the Board. These transfers occur each fiscal year but the amounts vary. Transfers in FY2009 were as follows:

Rent	\$41,657.28
Prof Registration	\$498,231.16
DIFP	\$36,016.27
Fringe Benefits	\$414,268.64
AG & AHC Transfers	\$85,228.79
OA Cost Allocation	\$41,998.40
Carryover Transfers	\$53,525.86
Refunds	<u>\$1,157.70</u>
<b>TOTAL TRANSFERS</b>	<b>\$1,172,084.10</b>

## Actual Revenue FY2009

